

Recommended DISAM Course Sequencing

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- **Standard DISAM Training Progression (as requested at 2011 Curriculum Review)**
- **Sample SC Workforce Training Progression**
- **Security Cooperation Workforce Training Levels and the International Affairs Workforce Program**

Standard DISAM Training Progression

SCWD Level 1 - Awareness Only

Familiarization Course (SCM-FA)

Orientation Course (SCM-OC)
(content includes SCWD Level 1)

SCWD Level 2 - Basic Literacy Only

Executive (SAM-E); CONUS Management (SAM-C); OCONUS Management (SCM-O);

OCONUS Locally Employed Staff (SCM-LO); Training Officer/Manager (SAM-TO);

NG State Partnership Program Director (SPD-I);

Authorities, Roles and Funding for Action Officers (SCM-AO)

(content includes SCWD Level 1 & 2 as part of course or as prerequisite)

SCWD Level 3 - Core Workforce
Program and Case Management (SAM-CM); Financial Management (SAM-CF);

Logistics Customer Support (SAM-CS); Advanced Training Workshop (SAM-AT);

Case Reconciliation and Closure (SAM-CR)

(needed Level 4 courses should be repeated every 3 - 5 years)

SCWD Level 4 - Expert Staff

Case/Financial Management Staff

**SCWD Level 1 - Awareness
Only**

Familiarization Course
(SCM-FA)

**SCWD Level 2 - Basic Literacy
Only**

Orientation Course (SCM-OC)
(content includes SCWD Level 1)

**SCWD Level 3 - Core
Workforce**

CONUS Management (SAM-C)

Program and Case Management (SAM-CM); Financial Management (SAM-CF);
Case Reconciliation and Closure (SAM-CR);
possibly Logistics Customer Support (SAM-CS) and Advanced Training Workshop (SAM-AT)
SCWD Level 4 - Expert Staff
(needed Level 4 courses should be repeated every 3 - 5 years)

FMS Training Manager

**Familiarization Course
(SCM-FA)**

**SCWD Level 1 - Awareness
Only**

**SCWD Level 2 - Basic Literacy
Only**

Training Officer/Manager (SAM-TO)
(content includes SCWD Level 1 & 2 as part of course)

**SCWD Level 3 - Core
Workforce**

**Program and Case Management (SAM-CM); Financial
Management (SAM-CF);
Advanced Training Workshop (SAM-AT);
Case Reconciliation and Closure (SAM-CR)**

(needed Level 4 courses should be repeated every 3 - 5 years)

SCWD Level 4 -Expert Staff

Senior Program Manager

O-6/GS-15

Familiarization Course
(SCM-FA)

SCWD Level 1 - Awareness

Only

SCWD Level 2 - Basic Literacy

Only

Executive (SAM-E)

(content includes SCWD Level 1 & 2 as part of course or as prerequisite)

**SCWD Level 3 - Core
Workforce**

**As desired: Program and Case Management (SAM-CM);
Financial Management (SAM-CF); Advanced Training
Workshop (SAM-AT);**

Case Reconciliation and Closure (SAM-CR)

(needed Level 4 courses should be repeated every 3 - 5 years)

SCWD Level 4 -Expert Staff



Security Cooperation Officer

SCWD Level 1 - Awareness
Only

SCWD Level 2 - Basic Literacy
Only

OCONUS Management (SCM-O);
Executive (SAM-E) - General/Flag Officers Only
(content includes SCWD Level 1 & 2 as part of course or as prerequisite)

SCWD Level 3 - Core
Workforce

As position requires: Program and Case Management (SAM-CM);

Logistics Customer Support (SAM-CS);

and/or Advanced Training Workshop (SAM-AT)

(needed Level 4 courses should be repeated every 3 - 5 years)

SCWD Level 4 -Expert Staff

OCONUS Locally Employed Staff

(previously known as FSNs)

SCWD Level 1 - Awareness

Only

Orientation Course (SCM-OC)

(content includes SCWD Level 1)

SCWD Level 2 - Basic Literacy

Only

OCONUS Locally Employed Staff (SCM-LO)

(content includes SCWD Level 1 & 2 as part of course or as prerequisite)

SCWD Level 3 - Core
Workforce

If needed: Program and Case Management (SAM-CM);
Logistics Customer Support (SAM-CS); Advanced Training
Workshop (SAM-AT)

(needed Level 4 courses should be repeated every 3 - 5 years)

SCWD Level 4 -Expert Staff



GCC, Component, JCS, OSD Desk/Action Officers

**Familiarization Course
(SCM-FA)**

**SCWD Level 1 - Awareness
Only**

**SCWD Level 2 - Basic Literacy
Only**

**Authorities, Roles, and Funding for Action Officers (SCM-AO);
or optionally OCONUS Management (SCM-O)**
(content includes SCWD Level 1 & 2 as part of course)

**SCWD Level 3 - Core
Workforce**

SCWD Level 4 -Expert Staff



Supervisors Decide...

All training is determined by organizational leaders/ managers/ supervisors depending upon the needs of specific positions.

SC Workforce Database Training Level Relationship to International Affairs Workforce Program

SC Workforce Database Training Levels	International Affairs Workforce Certification Levels
SCWD-1 (Familiarization)	Not Applicable
SCWD-2 (Orientation/Literacy)	Not Applicable
SCWD-3 (Professional)	IA Level I
SCWD-4 (Expert)	IA Levels II & III

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